

DOE O 440.1 CHAPTER 19 -- OCCUPATIONAL MEDICAL

19. OCCUPATIONAL MEDICAL

a. Integration.

(1) The establishment of a contractor occupational medical program shall be a basic worker protection requirement.

(2) A formal, written contractor occupational medical program detailing the methods and procedures used to implement the occupational medical requirements necessary for worker protection and the promotion of a healthful work environment shall be established, maintained, reviewed, and updated.

(3) The contractor occupational medical program shall provide occupational health services to contractor employees. The goal of these services shall be the earliest possible detection and mitigation of occupational illness and injury.

(4) To carry out this goal, the contractor occupational medical professional staff shall participate as members of a worker protection team.

b. Implementation. The physician responsible for delivery of medical services shall be responsible for the planning and implementation of the occupational medical program.

c. Maintenance of a Healthful Work Environment.

(1) Occupational medical physicians and selected medical staff shall:

(a) Coordinate with other safety and health professionals (industrial hygienists, health physicists, safety specialists/managers) to identify work-related or work site hazards and their possible health risks to employees;

(b) Possess a current knowledge of actual or potential work-related hazards (physical, chemical, biological, ergonomic);

(c) Perform targeted examinations based on an up-to-date knowledge of work site risk;

(d) Identify potential or actual health effects resulting from worksite exposures; and

(e) Communicate the results of health evaluations to management and to those responsible for mitigating worksite hazards.

(2) Contractor management shall provide to the physician responsible for delivery of medical services:

(a) Employee job task and hazard analysis information;

(b) Summaries of potential worksite exposures of employees prior to mandatory health examinations; and

(c) The opportunity to participate in worker protection team meetings and committees.

d. Employee Health Examinations.

(1) Health examinations shall be conducted by an occupational health examiner under the direction of a licensed physician in accordance with current sound and acceptable medical practices.

(2) The content of health examinations shall be the responsibility of the physician responsible for the delivery of medical services.

(3) The following classes of examinations are required for the purpose of providing initial and continuing assessment of employee health as determined by the physician responsible for delivery of medical services:

(a) preplacement in accordance with the Americans with Disabilities Act (42 United States Code 12101),

(b) qualification examinations,

(c) fitness for duty,

(d) medical surveillance and health monitoring,

(e) return to work health evaluations,

(f) termination examinations.

(4) The occupational medical department shall be informed of all job transfers and shall determine whether a medical evaluation is necessary.

(5) The physician responsible for the delivery of medical services or his/her designee shall inform contractor management of appropriate employee work restrictions.

e. Monitored Care.

(1) The occupational medical program shall be responsible for the review of all monitored care of ill and injured employees to maximize their recovery and safe return to work, and to minimize lost time and its associated costs.

(2) Contractor management shall notify the physician responsible for the delivery of medical services or his or her designee when an employee has been absent because of an injury or illness for more than 5 consecutive workdays or experiences excessive absenteeism.

f. Employee Counseling and Health Promotion. The physician responsible for delivery of medical services shall:

(1) review and approve the medical aspects of contractor-sponsored or -supported employee assistance, alcohol, and other substance abuse rehabilitation programs;

(2) approve and coordinate all contractor-sponsored or -supported wellness programs; and

(3) ensure that immunization programs for blood-borne pathogens and biohazardous waste programs conform to OSHA regulations and Centers for Disease Control guidelines for those employees at risk to these forms of exposure.

g. Medical Records.

(1) An employee medical record shall be developed and maintained for each employee for whom medical services are provided.

(2) The confidentiality of all employee medical records shall be observed.

(3) Employee medical records shall be adequately protected and stored permanently.

h. Emergency and Disaster Preparedness.

(1) The physician responsible for the delivery of medical services shall be responsible for the medical portion of the site emergency and disaster plan.

(2) The medical portion shall be integrated with the overall site plan and with the surrounding community emergency and disaster plan.

i. Organizational Staffing.

(1) The physician responsible for the delivery of medical services shall be a graduate of a school of medicine or osteopathy who meets the licensing requirements applicable to the location in which the physician works.

(2) Occupational medical physicians, occupational health nurses, physician's assistants, nurse practitioners, psychologists, and other occupational health personnel shall be graduates of accredited schools and shall be licensed, registered, or certified as required by Federal or State law where employed.